

GLENBROOK HIGH SCHOOL DISTRICT 225

FINANCE COMMITTEE MINUTES

October 6, 2021

Administration Building - Public Meeting Room 100A*

*** This meeting will be held in person and will be available via Zoom webinar.**

Members Present: Bonner, Glowacki, Gravel, Johns, Markey, Swanson, Sztainberg, Taub, Wright

Also Present: Matt Whipple

Members Absent: Ptak, Tarver, Williamson

Agenda Item #1: Call to Order

A regular meeting of the Finance Committee was held in person and was available via Zoom webinar platform on October 6, 2021. The meeting convened at 8:01 AM.

Agenda Item #2: Recognition of Community Visitors

There were no community members present at the meeting, and no comments submitted to the committee in advance of the meeting.

Agenda Item #3: Healthcare Premium Rates for the Plan Year January 1, 2022 - December 31, 2022

Dr. Gravel presented the recommended premium equivalent rates for the 2022 health plan year to the committee. The rate increases ranged from \$0.95 per paycheck for single coverage to \$6.85 per paycheck for family coverage for the PPO plan. Increases ranged from \$1.64 per paycheck for single coverage to \$11.79 per paycheck for family coverage for the High Deductible PPO plan, and increases ranged from \$1.68 per paycheck for single coverage to \$12.07 per paycheck for family coverage for the HMO plan.

Dr. Gravel began by sharing some background information. He explained that 2021 was the first year that the district contracted with Aetna as the district's health plan provider. During the past year the district explored avenues to maintain and improve the benefits offered to district employees while managing costs. As a result of these efforts,

Glenbrook was able to achieve cost savings of \$1.7M in the first year with Aetna.

Dr. Gravel also reminded the committee that since 2012, the Cost Containment Committee has regularly met to review the plan performance, and what changes might need to be made to control costs. In working with Aetna and the Horton Group, the Cost Containment Committee reviewed several programs that will be implemented during the upcoming 2022 plan year:

PrudentRx Copy Program: Is a third party service that integrates with Aetna enabling employees to get select specialty medication at no cost (no copay) while also offering additional discounts to the plan. PrudentRx passes savings on to employees and plans and the district is looking at a savings of \$124,402.

Drug Savings Review: Aetna can identify ways to optimize drug usage through an ongoing review of all prescriptions filled at the pharmacy, which is then shared with the prescribing physician. This will result in cost savings guaranteed by Aetna on an annual basis. Savings to the district in the 1st year: \$18,479. Savings to the district in the second year: \$40,000.

Pharmacy Pricing Improvement for Generics: As a result of changes to how “single-source” generic drugs are priced, Aetna projects that the plan will save an additional \$125,000 in pharmacy claim costs.

Implementation of an Ongoing Dependent Audit: The district is implementing a new process to ensure that new dependents seeking to participate in the district’s health plan supply the appropriate documents to prove eligibility before enrollment. Dr. Gravel shared with the committee a new form created titled: Health Benefits Enrollment and Change Request.

In addition to these significant savings, Aetna is offering several incentives for the 2022 plan year:

2-Month Fee Waiver for 2021: To recognize Glenbrook for serving as a reference to other school districts, (several districts have now selected Aetna as their 3rd party administrator), Aetna is offering a one time credit of \$40,500.

Aetna Concierge Service: In an effort to enhance the employee experience, the district administration met with Aetna to explore other features of the plan. In response to the district’s request, Aetna is providing Glenbrook employees with access to their Concierge Member Services at no cost. This service will help employees navigate their benefits and compare costs.

Dr. Gravel shared with the committee that he will be presenting this topic and the rates for approval to the Board of Education at the next board meeting, Tuesday, October 12, 2021.

Agenda Item #4: Other Topics

There were no other topics discussed.

Agenda Item #5: Adjournment

The meeting adjourned at 9:17 AM.

The next Finance Committee Meeting will take November 2, 2021.